



Defense Logistics Agency



DLA HEP Best Practices Overview

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Defense Logistics Agency

- Who We Are
- Hispanic Profile in DLA
- Structure of DLA Hispanic Employment Program
- Areas of Success



Defense Logistics Agency

What We Do

- Provide worldwide logistics support for the mission of the Military Departments and Unified Combatant Commands under conditions of peace and war.

Mission

- To provide the best value logistics support to America's Armed Forces, in peace and war...around the clock, around the world.

"DLA - You can't go to war without us!"
DLA Vice Director, Major General Mary L. Saunders,
USAF



Defense Logistics Agency

DLA Goals

- Goal 1: Provide responsive, best value supplies and services consistently to our customers.
- Goal 2: Structure internal processes to deliver customer outcomes effectively and efficiently.
- ***Goal 3: Ensure our workforce is enabled and empowered to deliver and sustain logistics excellence.***
- Goal 4: Manage DLA resources for best customer value.



The DLA Enterprise

FY01 Sales/Services:

\$17B

FY02 Sales/Services:

\$21.5B

FY03 Sales/Services:

\$25B

FY04 Sales/Services:

\$28B

FY05 Projection:

\$28.7B

\$11.9B

- **Energy:**

\$7.0B

- **Distribution:**

\$2.6B

- **Foreign Military Sales**

\$1.1B

- **Sales: \$813.8M**

- **~95% of Services, repair**

- **Shipments: 501K**

- **Supporting 124 Nations**

- **100% of Services**

Scope of Business

- **54,000 Requisitions/Day**
- **8,200 Contracts/Day**
- **#63 Fortune 500 - Above Prudential F**
- **#2 in Top 50 Distribution Warehouse**
- **26 Distribution Depots**
- **5.2 Million Items**
- **24.7M Annual Receipts and Issues**
- **1411 Weapon Systems Supported**
- **144.0M Barrels Fuel Sold (FY 04)**
- **\$14.6B Annual Reutilizations/Dispos**

People

- **21,429 Civilians**
- **528 Active Duty Military**
- **668 Reserve Military**
- **Located in 48 States/28 Countries**



Defense Logistics Agency

- Total DLA Strength: 21,429
- Total Hispanics: 1077
 - Women: 368
 - Men: 709
- Hispanic Grade Concentration
 - Most Hispanics at GS-11 & WG-5
- Few hi-grades; no SES
- Hispanics Are Most Severely Under Represented Group



DLA Hispanic Employment Program

STRUCTURE

- Hispanic Employment Program Manager (HEPM) located at Corporate Equal Employment Opportunity Office, Fort Belvoir, Virginia.
- Each DLA field activity has Hispanic Employment Program Coordinator (HEPC) that obtains guidance and reports program activities to the HEPM.
- The HEPC has a committee to support activity implementation of action items related to recruitment and retention of Hispanic employees.



DLA Hispanic Employment Program

SUCCESS IN THE AREAS OF...

- Enterprise approach
- Recruitment
- Retention
- Development of Internal Organizational Relationships



DLA Hispanic Employment Program

ENTERPRISE APPROACH

- Conducts monthly teleconference meetings attended by HEPM, HEPCs, and HEP committee members.
- Fosters regular interaction among key players of our Agency's Hispanic Employment Program.
- Facilitates networking through the sharing of ideas and experiences with respect to various action items being implemented.
- Helps everyone see new approaches that can improve the way business is done.



DLA Hispanic Employment Program

RECRUITMENT

- Agency Corporate Recruiter
- Creation of the Agency's Recruitment Initiative, which is included within the Agency's Strategic Plan.
- First Recruitment Initiative: Recruitment, Employment, and Advancement of Latinos
- Recruitment Team
- Partnerships with professional organizations, community organizations, and colleges and universities.
- Sponsorship Program



DLA Hispanic Employment Program

RETENTION

- DLA Climate / Culture Survey
- DLA Entrance and Exit Surveys
- Skills Management System
- Enterprise Leader Development Program
- Voluntary Mentorship Program



DLA Hispanic Employment Program

DEVELOPMENT OF INTERNAL ORGANIZATIONAL RELATIONSHIPS

- Office of Human Resources and Office of Information Operations
Workforce data systems and collection, hiring authority guidance, complaint resolution, and requests for reasonable accommodations.
- Agency Leadership
Recruitment, workforce development, and complaint resolution, mentorship, sponsorship



DLA Hispanic Employment Program

OVERALL GOAL:

- To gain a highly qualified Hispanic workforce that the Agency proactively trains and develops to enable the Agency to successfully carry out the DLA mission.

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